



Ontario Association of
Children's Aid Societies

One Vision One Voice

PHASE III – Anti-Black Racism Needs Assessment

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Executive Summary

The One Vision One Voice (OVOV) Children's Aid Society Anti – Black Racism Needs Assessment (ABR Needs Assessment) intended to determine the readiness and capacity of child welfare agencies to implement the 11 Race Equity Practices and ascertain how OVOV can help agencies know where and how to build society practices, policies and structures through coaching, consultation and support.

Each agency that responded to the self-assessment received one of the following scores for each of the 11 Race Equity Practices:

- Beginning Implementation
- Mid-Implementation
- Fully Implemented

Executive Summary

Ontario is at the beginning stages of implementing the 11 Race Equity Practices. This means that while gains have been made in pockets across the sector, change at the structural level - which will lead to lasting and systemic change in the way we deliver services to African Canadian families - is still at the extremely early stages of implementation.

The ABR Needs Assessment data, in many respects, recognizes anti-Black racism and colonialism in the child welfare sector. The encouraging news is that the child welfare sector is at the beginning stages of addressing anti-Black racism.

It will take continued commitment to the OVOV work, advocated and led by the African Canadian Community, and the political will and hard work of our sector to boldly create the lasting impact needed to change the outcomes for Black families involved in child welfare.

The ABR Needs Assessment results are a signifier of courageous leadership and hope.

Background

The original target date for the assessment survey response was August 31, 2018. As of January 2020, 33 responses had been received and summarized in charts. One additional agency has provided a partial response as of November 2020. The remaining 5 agencies were contacted during the spring and summer of 2020. One more response to the assessment has been received bringing the total number of responses to 34.

The OVOV team has decided to allow the remaining 4 agencies to focus on moving forward with the implementation of the 11 Race Equity Practices using the Implementation Plan rolled out in November 2020, rather than pursuing the completion of this two-year-old assessment survey. The Implementation Plan in Framework Part 3 includes a self-assessment that the agencies will use to determine the starting point of next steps in their individual implementation journey.

Anti-Black Racism Needs Assessment Analysis

It is ideal to use multiple approaches in data collection. Future ABR Needs Assessments will also include interviews, observation, surveys, document and facility review. Using these diverse methods ensures triangulation—revealing trends and painting a more accurate picture of what is occurring.

The following analysis reflects the responses to the initial Anti-Black Racism Needs Assessment survey that was shared with the child welfare sector in 2018 to identify gaps and areas for support in the implementation of the OVOV 11 Race Equity Practices.

Anti-Black Racism Needs Assessment Analysis

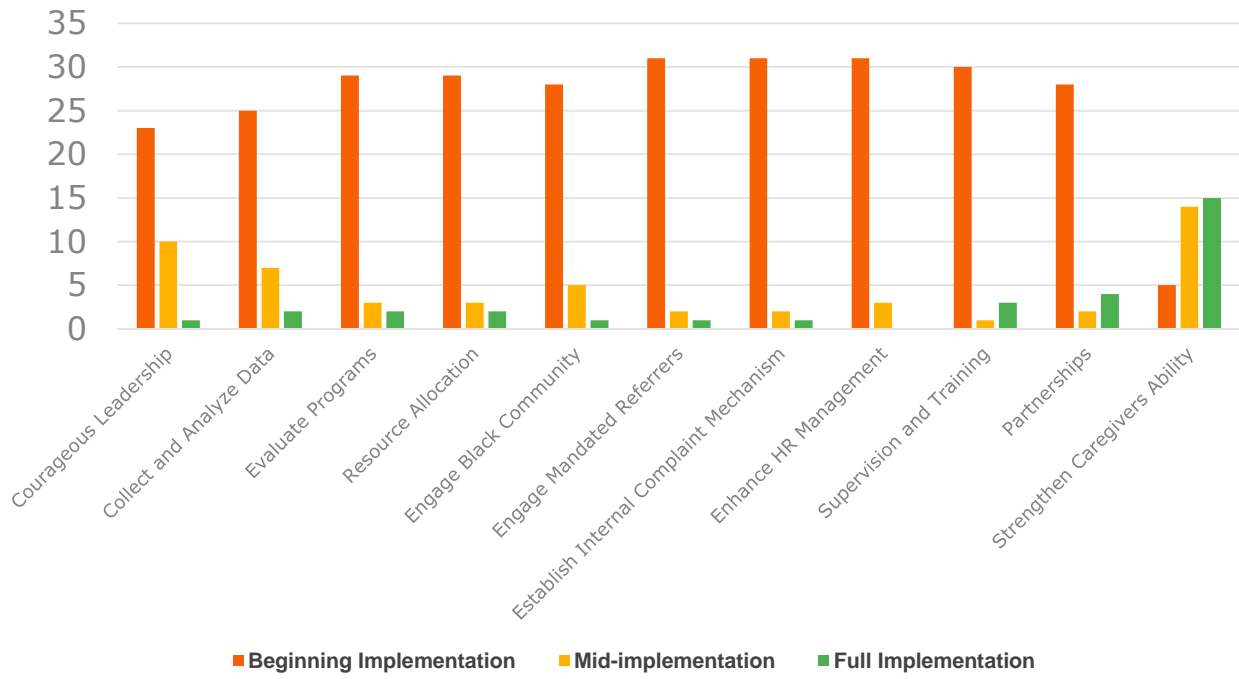
Beginning Implementation: The agency is at the beginning stage or has not begun the work of challenging anti-Black racism and supporting equity, anti-oppression, and anti-racism within the agency's policies/plans/statements, training/education, transparency & accountability processes, and/or child welfare implementation & practice.

Mid-implementation: The agency has been making some progress in engaging in various activities that challenge anti-Black racism and support equity, anti-oppression, and anti-racism within agency policies/plans/statements, training/education, transparency & accountability processes, and/or child welfare implementation & practice.

Full Implementation: The agency has made significant progress in engaging in various activities that challenge anti-Black racism and support equity, anti-oppression, and anti-racism within agency policies/plans/statements, training/education, transparency & accountability processes, and/or child welfare implementation & practice. It is important to note that receiving a rating of 'Full Implementation' does not mean that all of the work in the graded category has been completed. It means that the agency is on the right path to completing all necessary work within the category. To reach absolute 'Full Implementation' requires a score of 100% in one or more categories and/or in the overall Race Equity Practice(s).

Anti-Black Racism Needs Assessment Data

Provincial Anti-Black Racism Report Card by One Vision One Voice Race Equity Practice
34 Societies Reporting



Anti-Black Racism Needs Assessment Analysis

Conclusion

Most agencies are graded at the beginning level of implementation for Race Equity Practices 1 – 10. However, 15 agencies have been graded at full implementation level for Race Equity Practice 11 (REP11).

The Good News

Data collected through the ABR Needs Assessment indicates that most agencies have practices in place to strengthen the ability of caregivers to support African Canadian children and youth (REP11).

The results let us know that HR Management (REP8) is the area that needs the most support.

While all agencies have begun the journey to implement race equity practices, the need for ongoing support in this long journey is clear.



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